EXHIBIT A

EXHIBIT A

SUMM

District Court

CLARK COUNTY, NEVADA

RICK WOOLWORTH, an individual;

Plaintiff.

V\$.

TRAILBOSS ENTERPRISES, INC., a corporation; DOES 1-10; and ROE Corporations 11-20, inclusive.



Case No. A-15-723922-C Dept. No. XXI

SUMMONS

Defendant

NOTICE! YOU HAVE BEEN SUED. THE COURT MAY DECIDE AGAINST YOU WITHOUT YOUR BEING HEARD UNLESS YOU RESPOND WITHIN 20 DAYS. READ THE INFORMATION BELOW.

TO THE DEFENDANT: A Civil Petition for Judicial Review has been filed by the plaintiff against you for the relief set forth in the Complaint.

TRAILBOSS ENTERPRISES, INC., c/o CSC SERVICES OF NEVADA, INC.

- If you intend to defend this lawsuit, within 20 days after this Summons is served on you exclusive of the 1. day of service, you must do the following:
- File with the Clerk of this Court, whose address is shown below, a formal written response to the a. Complaint in accordance with the rules of the Court.
 - Serve a copy of your response upon the attorney whose name and address is shown below.
- Unless you respond, your default will be entered upon application of the plaintiff and this Court may enter a judgment against you for the relief demanded in the Complaint, which could result in the taking of money or property or other relief requested in the Complaint.
- If you intend to seek the advice of an attorney in this matter, you should do so promptly so that your response may be filed on time.

Issued at the request of:

Christian Gabrov

Nevada Bar No. 8805

Gabroy Law Offices

170 S. Green Valley Parkway, Suite 280

Henderson, Nevada 89012

Attorney for Plaintiff

STEVEN D. GRIERSON, CLERK OF COURT

By: Deputy Cler

> County Cour 200 South Third-Street

Las Vegas, Nevada 89101

*NOTE:

When service is by publication, add a brief statement of the object of the action. See Rules of Civil Procedure, Rule 4(b).

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citizen	of the United States	s, over 18 ye	ears of age, no	t a party to	sworn says: T or interested i	n the proceed	ing in which t	this affidavit is
made.	That affiant	received			copy(ies) (of the Su	mmons and	d Complaint, on the
_ day c	of	, 2015 and	served the sa	me on the	day of _		, 201	5 by:
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with _ usual	place	of	abode	a person of I	suitable age a ocated	at	residing at the	he defendant's address)
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NOTA and S	ARY PUBLIC in and to	for said Coบ	ntγ					
My c	ommission expires:							

Electronically Filed 09/01/2015 11:30:34 AM COMP GABROY LAW OFFICES * CLERK OF THE COURT Christian Gabroy (#8805) 2 Ivy Hensel (#13502) The District at Green Valley Ranch 3 170 South Green Valley Parkway, Suite 280 4 Henderson, Nevada 89012 (702) 259-7777 Tel 5 (702) 259-7704 Fax CHRISTIAN@GABROY.COM 6 ATTORNEYS FOR PLAINTIFF 7 8 DISTRICT COURT 9 EIGHTH JUDICIAL DISTRICT COURT, CLARK COUNTY, NEVADA 10 11 RICK WOOLWORTH, an individual; Case No. A - 15 - 723922 - C 12 XXI Plaintiff, Dept.: Gabroy Law Offices 170 S. Green Valley Pkny., Suite 280 Henderson, Nevada 89812 (702) 259-7777 FAX: (702) 259-7704 VS. 13 COMPLAINT TRAILBOSS ENTERPRISES, INC., a 14 corporation; DOES 1-10; and ROE (JURY DEMAND) 15 Corporations 11-20, inclusive, 16 Defendant. 17 18 **COMPLAINT AT LAW** 19 COMES NOW Rick Woolworth ("Plaintiff" or "Woolworth"), by and through his 20 attorney Christian Gabroy, Esq. of Gabroy Law Offices, and hereby alleges and complains 21 against Defendant Trailboss Enterprises, Inc. ("Defendant" or "Trailboss") and states as 22 23 follows: 24 JURISDICTION AND VENUE 25 1. This is a civil action for damages under state and federal laws prohibiting 26 unlawful employment actions and to secure the protection of and to redress deprivation of 27 rights under these laws. 20 Page 1 of 7

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- 2. Jurisdiction of this Court is based upon 29 U.S.C. § 630, et.seq. and NRS Chapter 613.
 - 3. Plaintiff demands a jury trial on all issues triable by jury herein.

PARTIES

- 4. At all times relevant, Plaintiff was a resident of Clark County, Nevada.
- 5. At all times relevant, Defendant Trailboss was an employer as that term is defined by NRS 613.310(2), in that Defendant Trailboss had fifteen or more employees for each working day in each of twenty or more calendar weeks in the current or preceding calendar year.
- At all times relevant, Defendant Trailboss was an employer as that term is 6. defined by the Age Discrimination in Employment Act ("ADEA"), 29 U.S.C. §630.
- 7. At all times relevant, Plaintiff was an individual residing in this judicial district.
- At all times relevant, Plaintiff was a potential employee and/or employee of 8. Defendant as that term is defined in the Age Discrimination in Employment Act ("ADEA"), 29 U.S.C. §630.
- 9. Plaintiff is informed, believes, and thereon alleges that at all times relevant, Defendant Trailboss was incorporated in Nevada, listed with the Nevada Secretary of State, and was doing business in this Judicial District in Clark County, Nevada where the unlawful employment practices and wrongful actions complained herein occurred.
- At all times relevant, Defendant Trailboss was an employer and was operating as a privately held government services contractor.
- The true names and capacities, whether individual, corporate, associate or 11. otherwise of other Defendants hereinafter designated as Does 1-10 and Roe

Page 2 of 7

Corporations 11-20, inclusive, who are in some manner responsible for the injuries described herein, and who were, upon information and belief, Plaintiff's "employer" is unknown to Plaintiff at this time who therefore sues said Defendants by such fictitious names and will seek leave of the Court to amend this Complaint to show their true names and capacities when ascertained. Plaintiff seeks a jury trial on all issues triable by jury.

PROCEDURAL REQUIREMENTS

- 12. Plaintiff has satisfied all administrative and jurisdictional requirements necessary to maintain this lawsuit. Plaintiff timely filed his charge of discrimination with the Equal Employment Opportunity Commission ("EEOC") on or about November 5, 2013. A true copy of Plaintiff's Charge of Discrimination is attached hereto as Exhibit 1. Such allegations of Exhibit 1 are hereby incorporated herein this Complaint.
- 13. Plaintiff timely amended his charge via letter dated November 14, 2013 to include that Plaintiff sent an e-mail to Defendant in which Plaintiff requested to speak to an equal employment opportunity ("EEO") counselor because Plaintiff was discriminated against because of his age. A true copy of Plaintiff's first amendment is attached hereto as Exhibit II. Such allegations of Exhibit II are hereby incorporated herein this Complaint.
- 14. On or about June 10, 2015, the EEOC issued Plaintiff a Notice of Right to Sue. See a true and correct copy of Plaintiff's Notice of Right to Sue attached hereto as Exhibit III.

FACTUAL ALLEGATIONS

15. Plaintiff is a Master Sergeant with more than twenty years of experience in the aerospace ground equipment field.

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- At all times relevant, Plaintiff was older than forty years of age.
- 17. Defendant represents itself to the public that its "goal is to have the right person, in the right place, every time. When our customers have a need, we find someone with the right skills to meet their requirements."
- On or about April 26, 2013, Plaintiff applied to work for Defendant. Plaintiff 18. applied for Defendant's vacant Ground Support Equipment (GSE) servicer position.
- 19. On or about July 18, 2013, Plaintiff had an interview with agents of Defendant, the Project Manager, Mr. Gerald Ristow ("Ristow"), and Mr. Mark Simmons ("Simmons") in regards to the GSE position.
- During his interview with Defendant, Simmons commented that Plaintiff 20. "could do the job in [his] sleep."
- When Plaintiff applied to work for Defendant on or about April 26, 2013 and when Plaintiff interviewed with Defendant, Plaintiff was fifty-one years old.
- 22. On or about August 8, 2013, Plaintiff called Defendant for an update on the status of his application. Defendant informed Plaintiff that he was not selected for the position.
- 23. Subsequently, Plaintiff applied for the Service Order Dispatcher position and the GSE Worker position with Defendant. Plaintiff was qualified for both positions. Defendant did not interview Plaintiff for such positions.
- 24. Ristow, an agent of Defendant, stated that Plaintiff "did not make the cut" for the GSE position because "the position was for a younger man."
- Plaintiff became aware that Ristow, an agent of Defendant, stated that 25. Plaintiff was not hired for the GSE position because of his age.
 - 26. Defendant hired a younger individual who was less educated, had less

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training, and was a flight line driver that had less experience than Plaintiff for the GSE
position. During Plaintiff's employment with the air force, he trained new airmen how to
perform flight line driving including but not limited to training in proper dispatching
procedures.

- 27. Plaintiff informed Defendant that Ristow said that Plaintiff "did not make the cut because the position was for a younger man," and stated that he believed he was being discriminated against because of his age.
- 28. Plaintiff requested to speak with Defendant's EEO counselor.
 Subsequently, Plaintiff was informed that Defendant did not have an EEO counselor and an agent of Defendant referred Plaintiff to the human resources department.
- 29. At all times relevant, Plaintiff was qualified for the positions he applied for with Defendant and was able to perform the job duties for the relevant positions.
- 30. Plaintiff was a member of a protected group and was adversely affected in his prospective employment with Defendant.
- 31. Plaintiff was discriminated against and Defendant did not hire Plaintiff for a job position he was qualified for because of Plaintiff's age.

FIRST CAUSE OF ACTION AGE DISCRIMINATION - VIOLATION OF AGE DISCRIMINATION IN EMPLOYMENT ACT - 29 U.S.C. §623 / NRS 613.330

- 32. Plaintiff repeats and realleges the allegations contained in Paragraphs 1 through 31 above as if fully incorporated herein.
- 33. Plaintiff was about 51 years old at the time that Defendant discriminated against him by failing to hinng him for a position in which Plaintiff was qualified.
- 34. At all times relevant, Plaintiff was qualified to work for Defendant as a GSE Servicer.

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Defendant, by and through one or more of its agents and/or employees acting within the course of employment, subjected Plaintiff to discrimination because of Plaintiff's age. After Plaintiff applied and interviewed for the GSE Servicer position with Defendant, Ristow stated that Plaintiff "did not make the cut" and/or was not selected for the position because the position was for "a younger man."

- 36. Plaintiff was discriminated against by Defendant, by and through one or more of its agents and/or employees acting within the course of employment, by failing to hire Plaintiff for the GSE Servicer position and stating that the position was for a younger man.
- 37. Defendant, by failing to hire Plaintiff for the GSE Servicer position willfully engaged in discriminatory practices because of Plaintiff's age with malice or reckless indifference to Plaintiff's federally protected rights.
- This discriminatory conduct was sufficiently severe or pervasive as to 38. deprive Plaintiff of employment opportunities in violation of 29 U.S.C. §623 and/or NRS 613.330.
- 39. As a direct and proximate result of Defendant's violation of the Age Discrimination in Employment Act and/or NRS 613.330, Plaintiff has sustained damages in excess of Ten Thousand Dollars (\$10,000.00).
- As a result of Defendant's conduct, as set forth herein, Plaintiff has been 40. required to retain the services of an attorney, and, as a direct, natural, and foreseeable consequence thereof, has been damaged thereby, and is entitled to reasonable attorneys' fees and costs.
- The conduct of Defendant has been malicious, fraudulent or oppressive and was designed to vex, annoy, harass, or humiliate Plaintiff and thus Plaintiff is entitled to

punitive damages, in excess of Ten Thousand Dollars (\$10,000.00), with respect to his age discrimination claim, if appropriate, against the Defendant.

WHEREFORE, Plaintiff prays for judgment against Defendant as follows:

- 1. For general damages in excess of \$10,000.00;
- 2. For special damages in excess of \$10,000.00;
- 3. For consequential damages in excess of \$10,000.00;
- 4. For punitive damages in excess of \$10,000.00;
- 5. Such other and further relief as the Court may deem just and proper.

DATED this _1st _ day of September 2015.

GABROY LAW OFFICES

Ву

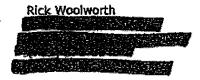
Christian Gabroy, Esq.
Ivy Hensel, Esq.
The District at Green Valley Ranch
170 South Green Valley Parkway
Suite 280
Henderson Nevada 89012
Attomeys for Plaintiff

EXHIBIT

EEOC Form 5 (11/09)			
CHARGE OF DISCRIMINATION	Charge		Agency(les) Charge No(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act		FEPA	See a
Statement and other information before completing this form.		EEOC	487-2013-01151
A1 - 1 - Ph			
Nevada Equal Rights		on	and EEOC
Name (Indicate Mr., Ms., Mrs.)	y, a cary	Home Phone (Incl. Area (Code) Date of Birth
Ricky Woolworth			11-17-1961
Street Address City, State a	nd ZIP Code		**************************************
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Discriminated Against Me or Others. (If more then two, list under PARTICULARS	Committee, or S below.)	State or Local Governme	nt Agency That I Believe
Name		No. Employaes, Marabers	Phone No. (Include Area Code)
TRAILBOSS ENTERPRISES INC		500+	(877) 338-8243
• .	nd ZIP Code		177 17
201 E 3rd Ave, Anchorage, AK 99501			
Name		No. Employees, Members	Phone No. (Include Area Code)
Street Address City, State a	and ZIP Code	and the second s	
DISCRIMINATION BASED ON (Check appropriate box(es).)	DATE(S) DISCRIMINATION TOOK PLAC Earlies: Laker		
RACE COLOR SEX RELIGION	NATIONAL OR		08-08-2013
RETALIATION X AGE DISABILITY GET	VETIC INFORMATI	ION	
OTHER (Specify)			CONTINUING ACTION
THE PARTICULARS ARE (If additional paper is needed, attach extra sheel(s)):			
I. On or about April 26, 2013, I applied for the servicer position. On or about July 18, 2013	e vacant Gro R 1 had an ir	ound Support Equiporation of the Support Equiport The support Equiport The support The	pmen (GSE) Ristow (Project
Manager) for the position. A few weeks pas	sed and I ha	ad not heard anyth	ning so on or about
August 8, 2013, I called for a status update	and I was a	dvised that I simp	ly was not selected.
II. No reason was ever given to me for the de	nial of hire.		
III. I believe I have been discriminated against	due to my a	rge 51. (doh: 11-1)	7-1961) which is in
violation of The Age Discrimination in Empl	oyment Act	of 1967, as amen	ded.
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		Land the William of Section 1995 of the	edit officer - Legisland (Bulk) Color (1886) day 1887 - Legisland (Bulk) Color (1886) day 1887
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will	NOTARY - Wha	n necessary for State and Lo	ocał Agwcy Requirements
cooperate fully with them in the processing of my charge in accordance with their procedures.	i curios es altr-	m that I have send the ab	ove charge and that it is true to
I declare under penalty of perjury that the above is true and correct.	the best of my	m mat i nave read me an knowledge, information : COMPLANIANT	
Nov 05, 2013 Write W	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)		
Oste Charging Parly Signature			

and the second s

EXHIBIT II



EEOC 333 Las Vegas Blvd, Suite 8112 Las Vegas, NV 89101

14 November 2013

Per guidance from my lawyer, Charge number 487-2013-0115 should be amended to add two documents.

Page 1 is the email I sent to Trailboss on 8 August, 2013 after Mr. Smith informed me he had spoken to Mr. Ristow (Project manager who interviewed me) in regards to me interviewing for the Servicer position. Mr. Ristow told Mr. Smith "I did not make the cut and the position was for a younger man." I informed Trailboss that Mr. Ristow had made the comment and that I wanted to speak with their EEO counselor and was considering legal action against their company since I had been discriminated against based on my age. I was informed during a follow-up phone call to Trailboss they did not have an EEO counselor. The receptionist I spoke to before she transferred me to HR did not know what EEO was.

Page 2 is the response letter I received from Trailboss on 15 August, 2013 in regards to my email. The HR generalist stated I was not hired because I had been out of Aerospace Ground Equipment (AGE) too long regardless of my qualifications. I am highly qualified for the three positions I applied for but was only selected to interview for the Ground Support Equipment Servicer position. She never addressed the comment Mr. Ristow made regarding my age. I am confident I would not have received a reason for my non-selection if I had not emailed the company and charged them with age discrimination.

These documents were not presented initially when I interviewed with the EEOC because I did not think they were relevant. Bullet II on the Charge states No reason was ever given to me for the denial of hire. I stated that during my interview because the only person I called and asked if I had been selected was Mr. Ristow who told me I was not selected and never gave a reason why. I want the facts to be told accurately and do not want to be discredited. Mr. Ristow made the comment regarding my age which resulted in me not being selected to work for Trailboss.

Thank you.

Rick Woolworth

EXHIBIT III

EEOC Form 161-	B (11/09)	U.S. EQUAL EMPLOYMENT	r Opportunity C	OMMISSION		
		NOTICE OF RIGHT TO	SUE (ISSUED O	v REQUEST)	e e e e e e e e e e e e e e e e e e e	
To: Ricky	Woolworth		From:	Las Vegas Local O 333 Las Vegas Bive Suite-8112 Las Vegas, NV 891	d South	
	On behalf of person(s CONFIDENTIAL (29	r) aggrieved whose identity is CFR §1601.7(a))			e e	
EEOC Charg	e No.	EEOC Represental	ive		Telephone No.	
		Michael L. Mer	Mendoza,			
487-2013-	01151	Investigator		(702) 388-5057		
Monar to Til	e Person Aggriever		(See also	the additional informa	tion enclosed with this form.)	
Act (GINA): been issued of your rece	This is your Notice of at your request. You	of 1964, the Americans with Dis f Right to Sue, issued under Title ir lawsuit under Title VII, the ADA r your right to sue based on this cl	VII, the ADA or GINA or GINA must be fil	A based on the above ed in a federal or sta	-numbered charge. It has ate court <u>WITHIN 90 DAYS</u>	
	More than 180 day	s have passed since the filing of t	his charge.			
	Less than 180 days have passed since the filing of this charge, but I have determined that it is unlikely that the EEOC will be able to complete its administrative processing within 180 days from the filing of this charge.					
	The EEOC is term	nating its processing of this charg	e.			
	The EEOC will con	tinue to process this charge.				
Age Discrin 90 days afte your case:	nination in Employs	nent Act (ADEA): You may sue u hat we have completed action on	nder the ADEA at ar the charge. In this n	ny time from 60 days a egard, the paragraph	after the charge was filed until marked below applies to	
X	The EEOC is close 90 DAYS of your	ng your case. Therefore, your law receipt of this Notice. Otherwise	suit under the ADEA , your right to sue bi	must be filed in fed ased on the above-nu	leral or state court <u>WITHIN</u> mbered charge will be lost.	
	The EEOC is conti you may file suit in	nuing its handling of your ADEA of federal or state court under the A	ase. However, if 60 DEA at this time.	days have passed sir	nce the filing of the charge,	
in federal or	state court within 2 ye	dy have the right to sue under the lears (3 years for willful violations) oore than 2 years (3 years) befor	f the alleged EPA un	derpayment. This me	.) EPA suits must be brought ans that backpay due for	
If you file sui	t, based on this charg	e, please send a copy of your cou	rt complaint to this of	fice.		
Enclosures	(s)	J.(4	On behalf of the Cor	nmission	JUN 1 0 2015 (Date Mailed)	
		Loc	al Office Director	r		
!	TRAILBOSS ENTER Human Resources 201 E 3rd Ave Anchorage, AK 995	Director	Christi 170 S. Suite 2	OY LAW OFFICES ian Gabroy, Esq. Green Valley Pkwy., 180 rson, NV 89012	Suite 280	

~~~	1 2 3 4 5 6	IAFD Gabroy Law Offices Christian Gabroy (#8805) Ivy Hensel (#13502) The District at Green Valley Ranch 170 South Green Valley Parkway, Suite 280 Henderson, Nevada 89012 Tel (702) 259-7777 Fax (702) 943-1936 christian@gabroy.com Attorneys for Plaintiff						
	8	DISTRICT COURT						
	9	CLARK COUNTY, NEVADA						
GABROY LAW OFFICES 170 S. (incen Valley Pkwy., Suite 280 Henderson, Nevada 89012 (702) 259-7777 FAX: (702) 259-7704	10 11 12 13 14 15 16 17 18 19	Plaintiff, vs.  TRAILBOSS ENTERPRISES, INC., a corporation; DOES 1-10; and ROE Corporations 11-20, inclusive,  Defendant.  Pursuant to NRS Chapter 19, filing fees are su captioned action as indicated below:	Case No. Dept.  Initial Appearance Fee Disclosure					
	21	Rick Woolworth, Plaintiff	\$270.00					
	22	TOTAL REMITTED	\$270.00					
	23 24 25 26 27	Dated this 1st day of September 2015.						
	21	Page 1	of 2					

### GABROY LAW OFFICES.

By: /s/ Christian Gabrov Christian Gabroy (#8805) Ivy Hensel (#13502) 170 South Green Valley Parkway, Suite 280 Henderson, Nevada 89012 Tel (702) 259-7777 Fax (702) 259-7704 christian@gabroy.com

GABROY LAW OFFICES
170 S. Green Valley Pkrsy., Suite 280
170 S. Green

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Page 2 of 2

#### DISTRICT COURT CIVIL COVER SHEET A-15-723922-C Clark County, Nevada (Assigned by Clerk's Office) 1. Party Information (provide both home and mailing addresses if different) Plaintiff(s) (nunc/nddress/phone): Defendant(s) (name/address/phone) **RICK WOOLWORTH** TRAILBOSS ENTERPRISES INC., a corporation; DOES 1-10; and ROE Corporations 11-20 inclusive Attorney (name/address/phone): Attorney (name/address/phone); **Gabroy Law Offices** 170 S Green Valley Parkway, Suite 280 Henderson, NV 89012 (702) 259-7777 II. Nature of Controversy (please select the one must applicable filling type below) Civil Case Filing Types Real Property Torts Landlord/Tenant Negligance Other Torts Unlawful Detainer Auto Product Liability Other Landlord/Tenant Premises Liability Intentional Misconduct Other Negligence Title to Property Employment Tors Judicial Foreclosure Malpractice Insurance Tort Other Title to Property Medical/Denial Other Tort Other Real Property Legal Condenniation/Eminent Domain Accounting Other Rent Property Other Malpractice Probate Construction Defect & Contract Judicial Review/Appeal Probate (select case type and estate value) Construction Defect Judicial Review Summary Administration Chapter 40 Foreclosure Mediation Case General Administration Other Construction Defect Perition to Seal Records Special Administration Contract Case Mental Competency Set Aside Uniform Commercial Code Nevada State Agency Appeal Trust/Conservatorship Building and Construction Department of Motor Vehicle Other Probate Insurance Carrier Worker's Compensation Commurcial Instrument Other Nevada State Agency Estate Value Over \$200,000 Collection of Accounts Appeal Other Appeal from Lower Court Between \$100,000 and \$200,000 Employment Contract Under \$100,000 or Unknown Other Contract Other Judicial Review/Appeal Under \$2,500 Civil West Other Civil Filing Civil Writ Other Civil Filling Writ of Habens Corpus Writ of Prohibition Compromise of Minor's Claim Writ of Mandamus Foreign Judgment Other Civil Writ Writ of Quo Westant Other Civil Matters Business Court filings should be filed using the Business Court civil coversheet. 09/01/2015

See other side for family-related case fllings.

Signature of initiating party or representative

Date